

**HUMAN RESOURCES PLAN - 2018**  
**ACADEMIC REQUIREMENTS COMMITTEE (ARC)**

C-515-2.14 Appendix A(i)
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<b>Committee: Academic Requirements Committee</b>	<b>Date Developed:</b>
<b>Committee Review Date:</b>	<b>Date Council Approved: November 17, 2017</b>

Categories	Currently in Place	Required in 12 months (Identified "Gap" for each Core Competency)	Required in 2 to 5 years
<b>Core Competencies</b> <ul style="list-style-type: none"> <li>Skills</li> <li>Abilities</li> <li>Expertise</li> <li>Knowledge</li> </ul>	<i>List key objectives and core competencies.</i>  <b>Professional Engineers (P. Eng.) normally with a minimum of ten years of engineering experience</b>	<b>None.</b>	<b>Any emerging discipline, with expected sufficient number of applications, will be considered as the need arises.</b>
<b>Volunteer Development Plans</b> <ul style="list-style-type: none"> <li>List potential development opportunities</li> </ul>	<i>List advancement and development opportunities.</i> <ul style="list-style-type: none"> <li><b>Ongoing operation discussion as part of monthly meetings</b></li> <li><b>Ongoing collaboration with ERC and other PEO committees as noted in the ARC Work Plan</b></li> <li><b>Expert speakers as needed</b></li> <li><b>Reports from ARC members serving on PEO committees and national boards on issues raised at the committees/boards (including the current President of PEO who is an ARC member)</b></li> </ul>	<b>None</b>	<b>None at this point.</b>
<b>Committee Membership</b>	<i>List total number of committee members.</i>  <b>26 members</b>		
<b>Broad Engagement</b> <ul style="list-style-type: none"> <li>Career Stage</li> <li>Disciplines</li> <li>Experience Level</li> <li>Gender / Diversity</li> </ul>	<b>List</b> <ul style="list-style-type: none"> <li><i>Career stage (i.e. early/mid/late/retired)</i></li> <li><i>Disciplines</i></li> </ul>		

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<ul style="list-style-type: none"> <li>• Geographic Representation</li> <li>• CEAB Grads / Non-CEAB Grads</li> <li>• Licensed /Non-licensed</li> </ul>	<ul style="list-style-type: none"> <li>• <i>Experience level (ie. Class A – F)</i></li> <li>• <i>Gender/diversity</i></li> <li>• <i>Regions (i.e. Eastern)</i></li> <li>• <i>Total CEAB &amp; non-CEAB</i></li> <li>• <i>Licensing requirements</i></li>   <li>• 26 members with expertise covering 34 disciplines</li> <li>• Career stages: associate professor, professor or professor emeritus</li> <li>• 5 (out of 26) female members</li> <li>• About 9 (out of 26) CEAB and 17 non-CEAB graduates</li> <li>• From 5 regions of Ontario</li> <li>• All 26 members are PEng</li> </ul>		
<p><b>Succession Planning</b></p> <ul style="list-style-type: none"> <li>• List the members</li> </ul> <p>Leila Notash - Chair  R. Subramanian Vice-Chair  Sanjeev Bhole  Judith Dimitriu  Bob Dony  Waguhi ElMaraghy  Amir Fam  Roydon Fraser  Stelian George-Cosh  Ross Judd  Meilan Liu  Joe Lostracco  Michael Hulley  Ian Marsland  Magdi Mohareb  George Nakhala  Remon Pop-Lliev</p>	<p><b>Length of service to the committee</b></p> <p>2003, Vice-Chair (2015)  2013  2004  1992  1998  1989-1994, 1998  2010  1998  2004  1978  2010  2017  2014  2016  2010  2003  2005  2010</p>	<p><b>Search/appoint new members as needed</b></p>	<p><b>Search/appoint new members as needed</b></p>

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Amin Rizkalla Medhat Shehata Shamim Sheikh Juri Silmberg Jacqueline Stagner Allen Stewart Barna Szabados Seimer Tsang John Yeow Gosha Zywno	2014 2002 1982 2013 2014 2000 2000 2010 1993		
<b>Term of Office</b> • Chair • Committee members	<ul style="list-style-type: none"> <li>• <b><u>Chair:</u></b> Maximum of 3 cumulative years, subject to annual renewal.</li> <li>• <b><u>Vice Chair:</u></b> Maximum of 3 cumulative years, subject to annual renewal.</li> <li>• <b><u>Members:</u></b> No term limits for Committee members</li> </ul>		